

ICS 88-4225
31 March 1988

NOTE FOR: Director, Intelligence Community Staff

FROM:
Planning and Policy Office

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SUBJECT: NAPA Panel Meeting, 1 April 1988

1. Attached is a set of four papers prepared by the NAPA study staff that summarizes their research to date and outlines their current thinking on the direction the study will take. Briefly, the papers consist of the following:

- o Terms of Reference Issues: Individual agency views on the general issues of concern noted in the Terms of Reference (TOR), based on data provided during the initial information gathering stage. You will note that some agencies (INR, FBI, Services) had no additional comments beyond the statements in the TOR.
- o Desired Personnel Changes: Basically the Community participants' "wish lists" of desired improvements to their specific personnel systems. It is likely that the senior Community officers present Friday will confirm and/or emphasize priority elements on this list.
- o Personnel Differences Among IC Agencies: A list of differences in personnel policies and procedures that appear to create problems (i.e., a sense of inequity) for some Community agencies. The primary issue here relates to the lack of comparability in overseas benefits and entitlements.
- o Proposal for Areas for In-depth Study: The NAPA Staff's view of what areas need to be studied in depth. They will seek approval from their Panel on Friday to organize the study along six major lines of inquiry. The Staff's estimate is that area 1 (Total Compensation) will require the most focus and resources (about 75 percent); their view is that compensation issues are the crux of the study. The Staff will also recommend that the war time operations aspect of the study be dropped, as they believe study of it would consume resources with almost no prospect of a solution being identified.



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2. Also attached are an updated list of capsule biographies of NAPA panel members and a list of Community officers expected to be present at the 1200-1500 session on Friday.



Attachments:

- A. NAPA Research Information
- B. Capsule Biographies
- C. Meeting Attendees

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APA PANEL FOR INTELLIGENCE
COMMUNITY PERSONNEL STUDY

PHILIP ODEEN* - PANEL CHAIR: Regional Managing Partner, Coopers and Lybrand. Served as Vice President for Financial Planning and Corporate Services, Wilson Sporting Goods, Co.; Director of Program Analysis, National Security Council and Principal Deputy Asst. Secty of Defense for Systems Analysis. Also has been Chair of the Washington World Affairs Council and Subcommittee Chair on President's Commission on Military Compensation. Assisted Frank Carlucci in study of National Security Council Staff.

JULIUS BECTON - Director, Fed. Emergency Management Adm. Retired as a Lt. General of the U.S. Army in 1983 from the position of Deputy Commanding General of the Army's Training and Doctrine Command. He had been Commander of the 7th Corps in Germany and of the 1st Cavalry earlier in his career. He enlisted in the Army Air Corps in 1943.

JAMES COLVARD* - Asst. Director for Tactical Systems, Applied Physics Laboratory at John Hopkins University. He has served as Deputy Director, Office of Personnel Management; Deputy Chief of Naval Material; Technical Director, Naval weapons Laboratory; and Technical Director, Naval Surface Weapons Center. He was initially employed as physicist and moved up the ranks at China Lake, the Naval Ordnance Test Station and at the Applied Physics Laboratory.

BOBBY INMAN* - Chairman and CEO, Westmark Systems, Inc.

CAROL LAISE* - Ambassador, Retired. Served as Asst. Secretary of State for Public Affairs, Ambassador to Nepal and Director and Deputy Director of the Division of S. Asian Affairs, Dept. of State. Holds memberships in the Council on Foreign Relations and the American Foreign Service Association. She is a Director of the Atlantic Council, the American Security Bank and the Philips Petroleum Company.

FRED MEUTER - Manager, Executive Compensation, Xerox Corp. Twenty-nine years of broad-based compensation experience with a number of major corporations, e.g. TRW and 3M. Combat Intelligence Officer with U.S. Air Force during Korean conflict. FBI Special Agent for six years.

WILLIAM MILLER* - President, American Committee on U.S. Soviet Relations. Has served as Assoc. Dean and Adjunct Professor, Fletcher School of Law and Diplomacy, Tufts University; Staff Director, Senate Select Committee on Intelligence; Special Asst. to Senator John Sherman Cooper of Kentucky and as a Foreign Service Officer in Washington and Iran.

*Academy Members

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